

de la Guerra, Sheila General Public Comment

From: Lilianna Oustinovskaya <Lilianna.Oustinovska@seiu721.org>
Sent: Monday, July 11, 2022 5:01 PM
To: sbcob
Cc: Danny Carrillo; Revi Levi
Subject: SEIU 721 Public Comment
Attachments: COSB response to Daniel Nielsen.docx

Importance: High



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Good afternoon,

Please find attached written public comments from SEIU 721 that we ask be distributed and read into record at tomorrow's Board of Supervisors meeting.

Please let me know if you have any questions.

Best,
Lilianna Oustinovskaya
SEIU Local 721
Political Coordinator



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Dear members of the Board,

As you know, our SEIU 721 members have been working non-stop since the COVID-19 health crisis broke out and members have done more with less.

So it was shocking when we heard Daniel Nielsen’s speech addressing the Board one April 11, 2022, when asked why 30% of our workers are leaving in droves from the County within the first five years in the department.

Nielsen’s response was that many of them were young women who were leaving to have children. He seems to be suggesting that young women leave their jobs more frequently due to youth, immaturity, and not knowing what they’ve gotten themselves into/having a change of heart and mind than for calculated, well-reasoned career changes (like income). He goes on to speak about advancement in context of college attainment, not in context to substantive career paths within the department.

This reflects the criticism formerly raised by employees in his department to our SEIU 721 Chapter Board members - advancement seems to be contingent upon college attainment (which may be a meaningful milestone for someone individually, but this is an entirely separate issue from career advancement). Young women make rational decisions - and the 30% attrition rate is relevant to office culture, their lack of career advancement, and their comparatively low income.

There is some truth in his mention of children, but that applies to all employees – all employees want to have good benefits for themselves, and their family members and members currently have inadequate benefits. You cannot expect to retain people without providing parental leave and adequate income to afford childcare. Parents do not simply leave because it’s difficult to work in child welfare after having children. It’s rational to leave your workplace if you just had a child and have insufficient benefits (healthcare, childcare, and parental leave).

SEIU 721 members have also identified barriers to promotion as a big reason workers leave the County. In fact, we submitted an information request over two and half weeks ago asking how many workers were promoted without having a degree.

We are still waiting for a response.

Thank you for your time and we hope to receive a response to our information request soon.

